

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.</small>		AGENCY <input checked="" type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER
_____ Montgomery County Office of Human Rights and EEOC <small>State or local Agency, if any</small>			
NAME (Indicate Mr., Ms., Mrs.) Mr. David Timbers		HOME TELEPHONE (Include Area Code) 571-326-9984	
STREET ADDRESS 7003 Jefferson Avenue	CITY, STATE AND ZIP CODE Falls Church, Virginia 22042	DATE OF BIRTH 05/05/1955	
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME Telligent Masonry, LLC	NUMBER OF EMPLOYEES, MEMBERS 15+	TELEPHONE (Include Area Code) 301-926-9600	
STREET ADDRESS 2273 Research Blvd., Suite 550	CITY, STATE AND ZIP CODE Rockville, MD 20850	COUNTY Montgomery County	
NAME		TELEPHONE NUMBER (Include Area Code)	
STREET ADDRESS		COUNTY	
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <div style="display: flex; flex-wrap: wrap;"> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RACE</div> <div style="margin-right: 10px;"><input type="checkbox"/> COLOR</div> <div style="margin-right: 10px;"><input type="checkbox"/> SEX</div> <div style="margin-right: 10px;"><input type="checkbox"/> RELIGION</div> <div style="margin-right: 10px;"><input type="checkbox"/> AGE</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> RETALIATION</div> <div style="margin-right: 10px;"><input type="checkbox"/> NATIONAL ORIGIN</div> <div style="margin-right: 10px;"><input type="checkbox"/> DISABILITY</div> <div style="margin-right: 10px;"><input checked="" type="checkbox"/> OTHER (Specify)</div> </div>		DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) 07/01/2020 09/23/2020 <input type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
I. I began my most recent employment with Respondent in March of 2019 as a Brick Mason. During my employment with Respondent I always performed my job duties in a competent manner and met Respondent's reasonable expectations. II. During my employment, I have been discriminated against due to my race (African American), including being subjected to a hostile work environment ("HWE"), and otherwise been harassed by my three (3) immediate supervisors Jose Valladares, Joseph Williams (Senior Project Manager), and Tranquilino Villegas (General Superintendent) from July 1, 2020 until my termination on September 23, 2020. For example, on or around July 31, 2020, I was denied work opportunities which was tantamount to a de facto demotion and/or suspension without pay. As a result, on or around September 16, 2020, I made an internal complaint with Tranquilino Villegas alleging that I was being discriminated against and/or being subject to a HWE due to my race (African American). During this conversation, I also indicated that I would be filing a charge with the Equal Employment Opportunity Commission ("EEOC"). Shortly thereafter, I was contacted by a representative in Respondent's HR department who, among other things, asked whether I would still be filing a charge with the EEOC. I indicated that I would still be filing the charge. III. On or around September 23, 2020, I received a termination notice in the mail indicating that I was being terminated for my "conduct over the last several months." I also received an Employee Disciplinary/Termination Form which contained false allegations of poor performance and "making threats toward another employee." Respondent's reasoning for my termination was a pretext for its actual motivation, to discriminate against me due to my race (African American) and/or to retaliate against me for engaging in protected activity. Despite being aware of the constant discrimination, harassment and/or HWE, Respondent failed to take any action to stop the discrimination, harassment and/or HWE. IV. I have been subjected to a continuous HWE and/or unlawfully discriminated against due to my race (African American) in violation of Title VII of the Civil Rights Act of 1964, as amended. V. I have been subjected to continuing retaliation since September of 2020 for lodging a complaint of discrimination against my supervisors.			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements) I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
I declare under penalty of perjury that the foregoing is true and correct. <div style="display: flex; align-items: center;"> <div> Date 11/19/20 </div> <div> Charging Party (Signature) X </div> </div>		SIGNATURE OF COMPLAINANT X SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)	